Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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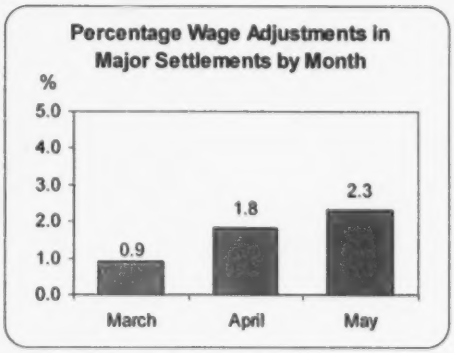
Wage Settlements

Covering 500 or More Employees

May 2010



Major collective bargaining settlements reached in May 2010 provided base rate wage increases averaging 2.3% annually over the term of the contracts. These results are based on a review of 21 agreements and cover 47,510 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.2%, a higher average than in their current settlements. Contract duration in May 2010 averaged 35.3 months, compared to 37.0 months in the previous round of settlements.

There was an increase in settlement activity in the construction sector; 12 agreements (57.1% of all major settlements in May) provided 34,500 employees (72.6%) with a wage adjustment of 2.5%. All the construction agreements were in Ontario.

The majority of agreements and the largest concentration of employees were in the private sector. Private sector wage adjustments averaged 2.4% for 37,750 employees in 15 agreements. Public sector wage adjustments averaged 1.6% for 9,760 employees in 6 agreements.

Canada

On an industry basis, the lowest average wage figure was recorded in public administration at 1.2% (3 agreements covering 6,000 employees) and the highest in the finance and professional services sector at 2.7% (2 agreements covering 1,420 employees).

On a jurisdictional basis, the largest average annual wage increase was in Saskatchewan at 3.0% (a single agreement at the University of Regina). The smallest average adjustment recorded was in British Columbia at 0.0% (a single agreement with a wage freeze, the Government of British Columbia (scientific and other professionals)).

In May, 85% of employees received wage increases in the 2.0 to 2.9% range. This was due to the large number of Ontario construction settlements that ranged between 2.2 to 2.9%; 7.2% of employees were subject to a wage freeze (3 agreements including the Municipal Property Assessment Corporation in Ontario, the Government of British Columbia (scientific and other professionals), and in the federal jurisdiction, Servisair Inc. (aircraft maintenance) at the Lester B. Pearson International Airport in Toronto; 2.4% of employees received wage adjustments in the 1.0 to 1.9% range and 5.1% of employees received wage gains of 3.0% and over.

Wage increases in the first 5 months of 2010 (January through May) averaged 2.1% for 317,620 employees in 121 major settlements.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2010		
	March	**April**	**May**
Sectors			
Public Sector	0.2	1.8	1.9
Private Sector	2.1	2.3	2.4
All Industries/Jurisdictions			
Average Annual Adjustment	0.9	1.8	2.3
Non-COLA	0.9	1.8	2.3
COLA	1.9	1.2	-
First-Year Adjustment	0.7	1.7	2.3
Non-COLA	0.7	1.7	2.3
COLA	1.4	0.0	-

	2010		
	March	April	May
Industries			
Utilities	2.9	0.0	-
Construction	2.2	2.4	2.5
Manufacturing	1.4	1.2	-
Wholesale and Retail Trade	1.9	-	-
Transportation	2.3	-	1.5
Information and Culture	0.0	-	-
Finance and Professional Services	-	-	2.7
Education, Health and Social Services	0.1	3.0	2.5
Entertainment and Hospitality	2.4	1.2	-
Public Administration	2.9	0.9	1.5
Jurisdictions			
Quebec	1.8	3.8	-
Ontario	2.2	2.5	2.4
Manitoba	2.8	-	-
Saskatchewan	-	1.8	3.0
Alberta	3.3	3.1	1.7
British Columbia	0.1	0.0	0.0
Territories	-	-	2.2
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	1.7	-	1.9
Federal Jurisdiction	1.7	-	1.9

Average Annual Percentage Wage Adjustments by Quarter

	2009			2010
	2nd	3rd	4th	1st
Sectors				
Public Sector	2.8	2.2	2.3	2.2
Private Sector	1.9	1.6	1.6	1.9
All Industries/Jurisdictions				
Average Annual Adjustment	2.7	1.9	2.1	2.1
Non-COLA	2.7	2.0	2.1	2.1
COLA	2.8	0.8	1.8	1.5
First-Year Adjustment	2.6	1.8	2.1	2.1
Non-COLA	2.6	1.9	2.2	2.1
COLA	2.3	0.0	1.7	1.5
Industries				
Primary Industries	-	-	-	0.8
Utilities	3.0	3.0	2.5	2.9
Construction	3.7	4.2	2.5	2.1
Manufacturing	1.8	1.2	1.2	1.2
Wholesale and Retail Trade	2.0	1.9	1.7	1.9
Transportation	1.7	0.3	2.1	3.7
Information and Culture	2.2	3.1	1.9	0.0
Finance and Professional Services	2.8	2.9	2.2	-
Education, Health and Social Services	2.9	2.7	2.4	2.1
Entertainment and Hospitality	1.5	1.9	-	2.4
Public Administration	2.4	2.0	2.4	2.8
Jurisdictions				
Newfoundland and Labrador	5.0	-	-	1.1
Nova Scotia	-	3.4	2.3	2.1
New Brunswick	-	6.0	-	2.6

	2009			2010
	2nd	3rd	4th	1st
Jurisdictions (continued)				
Quebec	2.8	-	2.1	1.9
Ontario	2.5	2.2	1.9	2.0
Manitoba	3.4	-	2.4	3.3
Saskatchewan	-	4.8	-	-
Alberta	4.5	4.5	4.3	5.6
British Columbia	2.8	2.9	2.5	0.2
Territories	2.4	-	-	-
Multiprovince	-	3.0	-	-
Public Service Labour Relations Act	1.7	1.7	1.7	-
Canada Labour Code, Part I	1.3	0.3	2.0	1.7
Federal Jurisdiction	1.6	0.8	1.8	1.7

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	2.0
Private Sector	3.2	2.5	1.8	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.1
Non-COLA	3.3	3.4	2.4	2.1
COLA	3.4	1.7	2.3	1.5
First-Year Adjustment	3.9	3.6	2.5	2.0
Non-COLA	3.9	3.8	2.6	2.0
COLA	3.5	1.9	1.9	1.2

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	0.8
Utilities	3.9	2.3	3.0	1.0
Construction	3.4	5.4	3.7	2.3
Manufacturing	2.5	1.1	1.6	1.2
Wholesale and Retail Trade	2.4	2.8	1.8	1.9
Transportation	2.7	3.1	1.1	2.9
Information and Culture	2.9	2.0	2.1	0.0
Finance and Professional Services	3.6	2.8	2.6	2.7
Education, Health and Social Services	3.5	3.8	3.0	2.3
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.8	2.1	1.1
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.1
Prince Edward Island	2.8	3.0	3.6	-
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.6
Quebec	3.2	2.4	2.2	2.7
Ontario	3.1	2.6	2.4	2.2
Manitoba	3.0	3.4	2.9	3.3
Saskatchewan	4.1	5.1	5.0	2.0
Alberta	4.9	4.8	4.5	4.4
British Columbia	3.0	2.7	2.8	0.1
Territories	3.0	4.4	2.4	2.2

	2007	2008	2009	2010
Jurisdictions (continued)				
Multiprovince	3.0	-	3.0	-
Public Service Labour Relations Act	2.8	2.9	1.7	-
Canada Labour Code, Part I	2.7	2.9	1.2	1.8
Federal Jurisdiction	2.8	2.9	1.6	1.8

***Note**: Data for 2010 cover the months of January through May.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.2	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	2.0	2.2	2.1

***Note**: Data for 2010 cover the months of January through May.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 247KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in May 2010

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction				
Architectural Glass and Metal Contractors Association province-wide, Ontario International Union of Painters and Allied Trades (AFL-CIO/CLC) glaziers	1,500	2.4	36.0	Apr 30, 2013
Association of Millwrighting Contractors of Ontario Inc. province-wide, Ontario United Brotherhood of Carpenters and Joiners of America (CLC) millwrights	3,000	2.3	36.0	Apr 30, 2013

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction (continued)				
Greater Toronto Electrical Contractors Association Toronto, Ontario International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	600	2.6	36.0	Apr 30, 2013
Labourers Employer Bargaining Agency province-wide, Ontario Laborers' International Union of North America (CtW) labourers	10,000	2.4	36.0	Apr 30, 2013
Masonry Contractors Association of Toronto Inc. province-wide, Ontario Bricklayers, Masons Independent Union of Canada (CLC); Laborers' International Union of North America (CtW) bricklayers; masonry workers	3,000	2.5	36.0	Apr 30, 2013
Masonry Industry Employers Council of Ontario province-wide, Ontario International Union of Bricklayers and Allied Craftworkers (AFL-CIO/CLC) bricklayers	3,000	2.2	36.0	Apr 30, 2013
Ontario Association of Demolition Contractors Inc. province-wide, Ontario Laborers' International Union of North America (CtW) labourers; truck drivers	1,000	2.9	36.0	Apr 30, 2013
Ontario Erectors Association, Incorporated province-wide, Ontario International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (AFL-CIO/CLC) iron workers; welders	4,300	2.4	36.0	Apr 30, 2013
Ontario Industrial Roofing Contractors Association province-wide, Ontario Sheet Metal Workers' International Association (AFL-CIO/CLC) roofers	2,000	2.7	36.0	Apr 30, 2013

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction (continued)				
Ontario Refrigeration and Air Conditioning Contractors Association province-wide, Ontario United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) service and maintenance employees	2,300	2.3	36.0	Apr 30, 2013
Operating Engineers Employer Bargaining Agency province-wide, Ontario International Union of Operating Engineers (AFL-CIO/CLC) operating engineers; heavy equipment operators	3,000	2.9	36.0	Apr 30, 2013
Terrazzo, Tile and Marble Guild of Ontario Inc. province-wide, Ontario International Union of Bricklayers and Allied Craftworkers (AFL-CIO/CLC) masonry workers; tilesetters	800	2.2	36.0	Apr 30, 2013
12 agreements	**34,500**	**2.5**	**36.0**	
Transportation				
Canadian Pacific Railway system-wide, Multiprovince Teamsters Canada (CtW/CLC) maintenance of way employees	2,050	2.0	36.0	Dec 31, 2012
Servisair Inc., Lester B. Pearson Intl. Airport Toronto, Ontario International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) aircraft maintenance employees; passenger agents	600	0.0	36.0	Jun 30, 2012
2 agreements	**2,650**	**1.5**	**36.0**	

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
G4S Cash Solutions (Canada) Ltd. province-wide, Ontario Teamsters Canada (CtW/CLC) truck drivers; plant and maintenance employees	600	3.4	36.0	Apr 30, 2013
Metropolitan Toronto Convention Centre Corporation Toronto, Ontario Laborers' International Union of North America (CtW) general services employees	820	2.2	36.0	Dec 31, 2012
2 agreements	**1,420**	**2.7**	**36.0**	
Education, Health and Social Services				
NAIT Edmonton, Alberta NAIT Academic Staff Association (Independent-local) instructors; librarians; educational services employees	1,140	1.7	36.0	Jun 30, 2013
University of Saskatchewan Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) office employees; technical employees; service and maintenance employees	1,800	3.0	36.0	Dec 31, 2012
2 agreements	**2,940**	**2.5**	**36.0**	
Public Administration				
Government of British Columbia province-wide, British Columbia Professional Employees Association (Independent-natl.) scientific and other professional employees; health professional employees	1,400	0.0	24.0	Mar 31, 2012
Government of Yukon territory-wide, Yukon Public Service Alliance of Canada (CLC) all categories	3,200	2.2	36.0	Dec 31, 2012

Industry, Employer, Location, Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Public Administration (continued)				
Municipal Property Assessment Corporation province-wide, Ontario Ontario Public Service Employees Union (CLC) administrative and support employees	1,400	0.0	24.0	Dec 31, 2011
3 agreements	**6,000**	**1.2**	**30.4**	
Agreements with COLA - 0 agreements	**0**	**0.0**	**0.0**	
Agreements without COLA - 21 agreements	**47,510**	**2.3**	**35.3**	
All Agreements - 21 agreements	**47,510**	**2.3**	**35.3**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
United Parcel Service Canada Ltd.	Teamsters Canada	3,800	TENT	Jul 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Private Sector (continued)				
VIA Rail Canada Inc.	CAW Canada	2,910	CO/MED/ TENT	Dec 09
NAV CANADA	IBEW/PIPSC	1,620	B	Aug 09/Apr 10
MTS ALLSTREAM Inc.	TEAM	1,250	CO	Feb 10
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	TENT	Jun 09
TELUS Communications (Que.) Inc.	CUPE	1,010	CO/TENT	Dec 09
Groupe TVA Inc.	CUPE	1,000	CO/MED/ TENT	Dec 09
Maritime Employers Association (Que.)	CUPE	830	TENT/CO/ MED	Dec 08
Jazz Air Limited Partnership	CFAU	780	TENT	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED/ TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/ TENT	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO/B	Mar 08/Mar 09
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Government of Manitoba	MGEU	13,500	B	Mar 10
City of Montréal	Various unions	13,360	ARB/CO	Dec 06/Aug 08
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	TENT	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
City of Toronto	IAFF	3,000	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
BC Hydro	COPE	1,600	TENT	Mar 10
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B/CO	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Private Sector				
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Nunavut	NTA	640	MED	Jun 09
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B/MED/B	Apr 10
Construction Sector (Ont.)	Various unions	37,020	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	CO	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	CO	Jul 10
Canada Safeway Limited (Alta.)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09
Vale (Ont.)	USW	3,450	TENT	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Suncor Energy Inc.	CEP	3,200	B	Apr 10
Algoma Steel Inc.	USWA	3,190	CO	Jul 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
Hamilton Steel GP Inc.	USWA	2,400	CO	Jul 10
XL Foods Lakeside Packers.	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector (continued)				
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	16,620	Apr/Jun/Aug 10
Government of Nova Scotia	NSTU	10,000	Jul 10
Provincial and Territorial Jurisdictions, Private Sector			
Nothing to report.			

Major Work Stoppages

Involving 500 or more employees, from **June 11 to June 24, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	
Vale Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice monthly.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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